



Harold Kahn, Ed.D., Superintendent

# Spreckels Union School District

P.O. Box 7308  
Spreckels, California 93962  
Tel: (831) 455-1831  
Fax: (831) 455-1871

E-mail: [hkahn@monterey.k12.ca.us](mailto:hkahn@monterey.k12.ca.us)

Monterey County Civil Grand Jury  
P.O. Box 414  
Salinas, CA 93902

Gentlepersons:

The Spreckels Union School District is in receipt of the 1999 Monterey County Civil Grand Jury Report and is pleased to make the following response to the recommendations reached by the Grand Jury:

- 1 - School Board Members and Superintendents use STAR results to evaluate assignment of personnel.

Teachers are assigned to teach at various grade levels and/or particular disciplines based on a number of factors, including the type of credential held, experience, interest and expertise in a field of study, qualifications and skills with a grade level or age group. It is the administration's intent to assign staff in such a manner that academic achievement will be maximized.

It is noted that both District Schools did quite well (API rank of 7 and 8) suggesting that the District's practice regarding teacher assignment is working well.

- 2 - Hiring practices ensure that certificated teachers are placed in the classroom. While it is recognized not every excellent teacher is fully certificated, it is counter productive to have a high percentage not fully certificated.

All classroom teachers are certificated... not all are fully credentialed. However, all Spreckels teachers have a legal credential or permit which allows them to fill a teaching position. The Spreckels Union School District looks forward to the day when the applicant pool will provide highly qualified people, all of whom possess a clear credential. In recent years that hasn't been the case. Therefore, the District has selected the best candidates and worked with them as they complete course work and meet other requirements necessary to be "fully credentialed."

- 3 - School Board Members search their collective conscience to determine if school funds could be better spent on students rather than on individuals performing what is a public service.

The Board recognizes this is a debatable topic with good arguments both for and against. The matter has been considered previously and will be discussed again.

- 4 - Each school district ensure that programs are in place to help prevent school crime and vandalism are monitored. Those found guilty of crimes be prosecuted to the full extent of the law.

There were only three (3) reportable incidents of crime or vandalism during 1998/99. Only one incident involved a financial loss and remuneration was pursued.

On behalf of the Spreckels Union School District, I want to take this opportunity to thank the Grand Jury for your time and efforts devoted to this report.

Sincerely,

A handwritten signature in black ink, appearing to read "Harold Kahn", written in a cursive style.

Harold Kahn  
Spreckels Union School District

cc: Board of Trustees